



## Arent Fox: A Commitment to Diversity

At Arent Fox, we believe that excellence and diversity go hand in hand. We are committed to seeking and retaining a varied group of attorneys and staff throughout the firm and believe that diversity is a strategic requirement for business success. Diversity has several beneficial effects: It produces different perspectives, richer thinking and more creative solutions to the challenges our clients face; it helps to instill a collegial culture of mutual respect throughout the firm; and it enhances our lawyers' ability to represent clients in the real world of judges, jurors and the legal system as a whole.

**Diversity & Inclusion Committee.** Arent Fox has a Diversity and Inclusion Committee, which is led by the firm's chairman and includes many members of our senior management team. The primary goals of the Diversity and Inclusion Committee are to recruit, retain and promote lawyers of color, women and LGBT lawyers, and to ensure that adequate firm resources are dedicated to their training, mentoring, coaching and business development.

**Diversity Scholarship.** Each year we award a Diversity Scholarship to three minority first-year law students, each of whom receives \$15,000 as well as a position in the firm's summer associate program. In 2011, the firm awarded scholarships to students from Emory University School of Law, Seton Hall University School of Law and the University of California, Berkeley, School of Law School. Additionally, the Diversity and Inclusion Committee has annually recognized several finalists. The scholarship program was developed in 2006.

**Recruiting Initiatives.** Since the Diversity and Inclusion Committee was restructured by the firm's chairman in 2005, the firm has increased the number of minority lawyers by 40 percent. Law students of color and LGBT students have represented approximately 50 percent of the five most recent summer associate classes. Recent diversity sponsorships include the National and Regional Black Law Students Association and the Minority Corporate Counsel Association.

**Gender and Leadership.** Arent Fox is committed to advancing women into leadership roles. Female partners serve as practice leaders and on the executive committee as well as on the member compensation, associate evaluation, professional development, pro bono and employment committees. Approximately 35 percent of Arent Fox attorneys are women and 24 percent of partners are women, exceeding the national average of 19 percent. Since 2006, 45 percent of attorneys promoted to partner firmwide were women. Our women lawyers are also committed to and recognized by the legal and business communities outside of Arent Fox. In 2008 and 2009, Arent Fox was named by *Working Mother* magazine as one of the 50 Best Law Firms for Women. Our female lawyers are currently serving as chair of the ABA's Health Law and Intellectual Property Law Sections, on the executive board of the National Association of Women Lawyers and as an executive officer of the Women's Division of the New York Institute of Credit.

**LGBT Initiative.** Arent Fox welcomes and supports its lesbian, gay, bisexual and transgender attorneys, staff and clients. Our firmwide LGBT initiative meets regularly to review firm policy, plan professional development events, and discuss pro bono and other charitable-giving opportunities. We partner with numerous LGBT community organizations, including the National LGBT Bar Association and Lambda Law, and our attorneys and staff have participated in numerous cases advancing equality for LGBT people and their families. Arent Fox has earned a perfect score of 100 percent in the Corporate Equality Index by the Human Rights Campaign for three consecutive years.

**Rankings.** Vault has consistently ranked Arent Fox in the Top 20 for efforts to increase and support diversity. Past notable Vault rankings include No. 2 for best law firms for diversity, No. 2 for diversity for women, No. 2 for diversity for gay, lesbian, bisexual and transgender, and No. 4 for diversity for minorities.